



TRI-MGROUP.COM

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**FOR IMMEDIATE RELEASE:**

The Tri-M Group LLC is pleased to announce that Jim Horn and Ron Bauguess are entering a new chapter in their careers. Ron Bauguess was selected by the Board of Directors as the new President and CEO, while Jim Horn has transitioned from President and CEO to Chairman of the Board of Directors.

As President and CEO, Bauguess will have various responsibilities, including chairing the Executive Committee and driving our strategic initiatives. He is dedicated to preserving Tri-M's strong culture and rich legacy while leading efforts to increase share value, foster growth and inspire the next generation of leaders. "We owe much of Tri-M's success to Tom Musser, our founder, and Jim Horn. Tri-M has a solid foundation, and I'm here to elevate it to the next level," Bauguess stated.

Horn will oversee the Board of Directors. Horn noted that Bauguess has earned the role of President and CEO. "Ron never turned anything down. . . and when you asked him to do something, he always found a way to do it . . . and do it right. Ron's very people-oriented, very customer-oriented, and knows all of Tri-M's business units," said Horn.

Bauguess started his career over 36 years ago as an apprentice electrician and has never looked back. His passion has always been working in the electrical field. Through consistent learning and mentorship, along with his knowledge and leadership abilities, Bauguess has progressed through the company in roles such as High Voltage Lineman, Foreperson, Project Manager, Vice President of Electrical Construction, Executive Vice President, and now President and CEO. Bauguess has served as Chairperson of the Eastern Pennsylvania Chapter of Associated Builders and Contractors (ABC) and on the Boards of the Chester County Chamber of Business and Industry and the Southern Chester County Chamber of Commerce he currently serves on the Board of Independent Electrical Contractors.

Horn started his career as a marine electrician where he learned drafting and design. After joining Tri-M as an electrical designer (becoming the 35th employee), he quickly rose through the ranks by demonstrating a management and leadership style that enabled employees to flourish and exceed our customers' expectations. In 2002, Jim became joint owner of Tri-M with founder, Tom Musser.

Horn has held leadership roles with several organizations, most notably the Eastern Pennsylvania Chapter of Associated Builders and Contractors (ABC), the Southern Chester County Chamber of Commerce, Brandywine Valley YMCA, and Rotary at Longwood.

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The Tri-M Group, LLC specializes in electrical construction, high voltage systems, building automation, energy analytics, security, network infrastructure, and electrical testing. For over 60 years, Tri-M has been providing comprehensive solutions and services to our customers and partners. Our headquarters are located in Kennett Square, PA, with additional offices in Lock Haven and Quakertown, PA, as well as Middletown, DE. Tri-M employs over 500 dedicated employee-owners who prioritize safety, quality workmanship, and customer satisfaction. By utilizing the latest technologies and innovations, we design, connect, engineer, install, automate, secure, analyze, test, and maintain the critical infrastructure that businesses need.



24 HR CUSTOMER SERVICE  
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